IV2318000

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Exhibits:

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C- Copy of email and same activity reports authored by Deputies [redacted] and [redacted] submitted by Deputy [redacted] during his IAB interview.

D- Copy of emails during February 2012 for Deputies [redacted] and Subject Gregory Thompson.

E- Copy of email sent to Deputy [redacted] submitted by Deputy [redacted] during his IAB Interview.

F- Copy of a memo written by CISU Lieutenant Joseph Dempsey.

G- Copy of the postcard left on [redacted] yard.

H- Copy of transcript and (1) CD of conversation between OSJ Deputies [redacted], [redacted] and Inmate [redacted] letter from [redacted] submitted by Subject Thompson during his IAB Interview.

I- (2) Cd's containing ICIB interviews.

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Supervisors inquiry memo authored by Lieutenant Joseph Dempsey.

INTERNAL AFFAIRS BUREAU **IV2318000**
INVESTIGATIVE SUMMARY

Subject: **Gregory Thompson, Lieutenant #[redacted](Temple Station)**

Unit: **Custody Investigative Services Unit (Operation Safe Jails), Custody Division**

Date: **February 9, 2012, Thursday**

Location: **450 Bauchet Street, Los Angeles**

Synopsis

This case is in reference to an Internal Criminal Investigation Bureau investigation (912-00008-2003-441) that was conducted by Detectives Mark Lillienfeld and Francis Hardiman. The ICIB investigation commenced on March 7, 2012, involving allegations that Men's Central Jail Deputy [redacted] was involved in possible criminal conduct and Department violations concerning Aryan Brotherhood gang members. The allegations were documented on an Operation Safe Jails (OSJ) activity report dated February 9, 2012, by [redacted] Deputies [redacted] and [redacted] via information from one of their jail house informants [redacted].

It is alleged that sometime after February 9, 2012, Subject Lieutenant Gregory Thompson advised Deputy [redacted] of the allegations, and showed him the confidential activity report, revealing the names of the deputies who authored it and the jail house informant.

On July 23, 2012, ICIB investigators inactivated the case regarding Deputy [redacted], therefore no criminal charges were filed. Deputy [redacted]'s ICIB case was forwarded to Internal Affairs Bureau for further investigation into possible Department policy violations (IV2317148) and is cross referenced in this case.

> **<u>IAB Note:</u> ICIB Case Supplementals, refer to IAB Exhibit A, pages 1 thru 58.**

The following is a summary of the investigation conducted by Internal Criminal Investigations Bureau, Detective Mark Lillienfeld and the subsequent administrative investigation conducted by Internal Affairs Bureau, Sergeant Sonja Bracken:

On March 7, 2012, ICIB Detective Mark Lillienfeld interviewed [redacted]) **Witness- Deputy** [redacted]. Witness [redacted] had been using Inmate [redacted] as an informant at Men's Central Jail (MCJ). Inmate [redacted] told [redacted]. Inmate [redacted] said [redacted]

Inmate [redacted] claimed that [redacted]. Inmate [redacted]

On February 9, 2012, based on this information from Inmate [redacted] Witness [redacted] documented the allegations on a confidential OSJ activity report (memorandum). The activity report was submitted via email to Subject Thompson. Sometime after February 9, 2012, Subject Thompson allegedly showed the activity report to Witness [redacted]

On March 8, 2012, ICIB investigators interviewed Inmate [redacted] (refer to verbatim transcript) who [redacted]. Inmate [redacted] told ICIB investigators that [redacted]

On March 12, 2012, ICIB investigators obtained the three SIM cards from Inmate [redacted] (ICIB investigators did not obtain [redacted] last name). ICIB investigators were unable to locate any recorded telephone conversations on the SIM cards.

> **<u>IAB Note:</u> For further details of this interview, refer to IAB Exhibit A, pages 1 and 2. This interview was not recorded by ICIB investigators.**
>
> **<u>IAB Note:</u> IAB Sergeant Bracken also reviewed the three SIM cards obtained by ICIB and did not locate any recorded conversations or pictures implicating Witness [redacted] or Subject Thompson.**
>
> **<u>IAB Note:</u> IAB Exhibit A, page 3 was a brief ICIB interview with Inmate [redacted] This interview was not related to Subject Thompson.**

On March 8, 2012, ICIB investigators interviewed **Inmate** [redacted] Inmate [redacted] talked about various things possibly involving Witness [redacted] but there was no mention of anything related to Subject Thompson.

> **<u>IAB Note:</u> For further details of this interview, refer to IAB Exhibit A, pages 4 thru 6.**

On April 16, 2012, ICIB investigators interviewed **Witness-** [redacted] **Deputy** [redacted]. Witness [redacted] said he was familiar with Inmate [redacted] and was aware he had been in and out of custody over [redacted]. While Inmate [redacted] was in custody, he provided information to Witness [redacted] about [redacted]. Inmate [redacted] also provided information to Witness- [redacted]

Witness [redacted] indicated an associate of Inmate [redacted] Inmate [redacted] a.k.a. "[redacted] was a respected leader of the White inmates in the jail. Inmate [redacted] was suspected of smuggling narcotics and being involved in a major fraud operation while in the custody of the Sheriff's Department. On April 13, 2012, Witness [redacted] worked with Inmate [redacted] and other [redacted] deputies in an attempt to gain information implicating Witness [redacted] and his alleged contacts with former inmate [redacted] a.k.a. "[redacted]

Two SD cards that allegedly contained recorded conversations between Witness [redacted] and [redacted] ([redacted] were given to ICIB investigators Lillienfeld and Hardiman. Those SD cards were forensically examined and determined to be void of any recorded conversations.

> **<u>IAB Note:</u> IAB Sergeant Bracken also reviewed the SD cards obtained by ICIB and did not locate any recorded conversations implicating Witness [redacted] or Subject Thompson.**

Witness [redacted] said at one time during his incarceration Inmate [redacted] was [redacted]. Inmate [redacted] claimed [redacted]. Inmate [redacted] believed [redacted]. Inmate [redacted] said [redacted]

Inmate [redacted] told Witness [redacted] he had [redacted], Inmate [redacted] said he had [redacted]

Witness [redacted] said he told Subject Thompson about the possible criminal conduct on the part of Witness [redacted]. He said Lieutenant Thompson instructed him to write a "confidential OSJ memo" (activity report) to him (Subject Thompson) detailing the possible criminal allegations. Witness [redacted] said after he wrote the memo (activity report), he found out that Subject Thompson spoke with Witness [redacted] and allegedly showed him (Witness [redacted]) the memo authored by he and his partner (Witness [redacted]).

Witness [redacted] said he was very upset at what Subject Thompson had done and that it created tension and animosity amongst himself, Witness [redacted] and their peers at MCJ. Witness [redacted] provided ICIB investigators copies of the memo **(refer to IAB Exhibit A, pages 19 through 21).**

> **<u>IAB Note:</u> For further details of this interview, refer to IAB Exhibit A, pages 8 thru 10. This interview was not recorded by ICIB investigators.**

> **<u>IAB Note:</u> Copies of OSJ activity reports regarding information obtained from Inmate [redacted] since June 2011 was provided by CISU Operations Sergeant David Gutierrez, refer to IAB Exhibit B.**

On April 16, 2012, [redacted] was interviewed by ICIB investigators. As of October 2011, Inmate [redacted] was [redacted]. Inmate [redacted].

> **<u>IAB Note:</u> For further details of this interview, refer to IAB Exhibit A, pages 10 and 11. This interview was not recorded by ICIB investigators.**

> **<u>IAB Note:</u> Inmate [redacted] was a documented Confidential Reliable Informant (CRI) with [redacted]**

> **<u>IAB Note:</u> On December 28, 2012, Sergeant Bracken went to MCB at the Sheriff's Department Academy, viewed and verified [redacted] CRI packet with Acting Captain Lieutenant Christopher Brackpool present. Due to confidentiality, those documents were not submitted with this case.**

Civilian Witnesses

On May 6, 2012, ICIB investigators interviewed **Retired Deputy** [redacted]. [redacted]. Witness [redacted] said that on May 5, 2012, he noticed a color, 5 X 7, postcard lying in his driveway. The postcard had a message from a White supremacist organization known as the National Socialist Party. No one in the neighborhood had similar postcards in their yards, therefore the postcard seemed suspicious to Witness [redacted]. The postcard was placed just out of view of Witness [redacted]'s home surveillance camera that was mounted on the garage.

Witness [redacted] was especially concerned because [redacted] Deputy [redacted] was also a co-author of a memo to Subject Thompson which alleged criminal conduct by a Department employee (Deputy [redacted]).

ICIB investigators retrieved the postcard and held it as evidence **(refer to IAB Exhibit G)**. Extra patrol checks were conducted at Witness [redacted]'s home.

> **IAB Note: For further details of this interview, refer to IAB Exhibit A, page 25. This interview was not recorded by ICIB investigators.**

Inmate Witnesses

> **IAB Note: During the course of ICIB's criminal investigation of Witness [redacted] there were several inmates interviewed, as well as, search warrants and evidence recovered during those warrants, refer to Exhibit A, pages 11 through 58. There was no mention of Subject Thompson during those interviews.**

Sworn Witnesses

On December 19, 2012, **Witness- Deputy** [redacted] was interviewed by Internal Affairs Bureau Sergeant Sonja Bracken and Sergeant Trent Denison at 1015 hours. Witness [redacted] was represented by Attorney Audra Call from the Law Offices of Green and Shinee. The interview took place at Internal Affairs Bureau and was digitally recorded.

Witness [redacted] said on February 9, 2012, he sat down with Witness- Deputy [redacted] and typed the activity report **(IAB Exhibit A, pages 19 & 21)**. He said he was not instructed by any supervisor or Subject Thompson to write the activity report containing the allegations against Witness [redacted]; he only discussed the allegations with his partner, Witness [redacted]. Witness [redacted] confirmed that the activity reports **(IAB Exhibit A, pages 19 through 21)** were the ones he and Witness [redacted] authored.

Witness [redacted] said they were not asked to alter anything on the reports. Witness [redacted] said normally when deputies in his unit submit an activity report, Subject Thompson would email back with a response as to what actions are needed or who the information was forwarded to within 24 to 72 hours. He said he had not heard or received anything from Subject Thompson after approximately three to four days, so he went to Subject Thompson's office in Twin Towers, Tower 2, to discuss the reports. During this discussion Subject Thompson told him that he showed the activity report **(IAB Exhibit A, pages 19 & 20)** to Witness [redacted] and discussed it with him.

Witness [redacted] said Subject Thompson went on to say that he (Subject Thompson) asked Witness [redacted] if the allegations on the activity report were true. Witness [redacted] said he became nervous and agitated. He asked Subject Thompson if his (Deputy [redacted]), Witness [redacted]'s or the informant's ([redacted] [redacted] names were redacted prior to showing the activity report to Witness [redacted]. Witness [redacted] said that usually when information from an activity report is sent to other specialized units or commanders via OSJ operations, information about the informant is redacted. He said there was a general understanding that amongst OSJ personnel that when the activity reports are sent to other units, that personnel would use a black marker to always redact the informant or source information for the informant's protection.

Subject Thompson told him that none of their names were redacted. Subject Thompson then said Witness [redacted] told him that, "he probably shouldn't have been at that tattoo shop and it probably wasn't a good idea." Subject Thompson went on to say that since the tattoo artist ([redacted] [redacted] a.k.a. [redacted] who Witness [redacted] went to see "hadn't been in custody for at least thirty days, it wasn't really a policy violation." Subject Thompson said he advised Witness [redacted] "not to do stuff like that in the future and no big deal." Witness [redacted] said out of respect for Subject Thompson and him (Witness [redacted]) being fairly new to the unit, he did not say everything that was on his mind during that conversation. He said immediately after the conversation with Subject Thompson, he left the office and called to advise Witness [redacted], who was out of town at the time.

Witness [redacted] said he became concerned for the safety of his informant, as well as himself. He said after the discussion with Subject Thompson he did not directly receive any threats or intimidation messages, he said they came by word of mouth from Witness [redacted]. He said the gist of the messages came from Deputy [redacted] who said that they [redacted]) had better keep their mouths shut if they knew what was good for them. Those messages began in April 2012. He also referred to Witness- Deputy [redacted] approaching Witness [redacted] in November 2012 and asking him questions about testifying for a grand jury. He did not have any further details and referred IAB investigators to Witness [redacted] for more specifics about any messages or threats.

Witness [redacted] said he felt that Inmate [redacted] was a reliable enough source to document the allegations against Witness [redacted] in the activity report. He said initially Inmate [redacted] made other allegations against deputy personnel but he had brushed those off because there was nothing to substantiate those allegations. He said as time went on, several arrests were made on the streets, as a result of information provided by Inmate [redacted] Inmate [redacted] had been providing reliable information for approximately six to eight months. He said there were at least five or six logs which documented information from Inmate [redacted] which turned out to be credible. **(For other OSJ activity logs containing information provided by Informant [redacted] from June 16, 2011, to February 7, 2012, refer to IAB Exhibit B).**

Witness [redacted] said there was an air of credibility to the way that Inmate [redacted] said Witness [redacted] for a number of reasons: Witness [redacted] was from the San Fernando Valley, he is white, he had extensive tattoo work ([redacted] and various other things he could not recall) which Witness [redacted] thought was less than professional (he said from what he recalled he could not specifically identify any of Witness [redacted]'s tattoos as being gang related), and Witness [redacted] was often seen amongst White gang community at Men's Central Jail (MCJ). Witness [redacted] said on several occasions he had seen Witness [redacted] in conversations with various influential White gang members at MCJ. Witness [redacted] said he initially thought nothing of Witness [redacted]'s contacts with those inmates until he received the information from Inmate [redacted] Inmate [redacted] became a documented Confidential Reliable Informant (CRI) with [redacted] [redacted].

Witness [redacted] said that he and Witness [redacted] were in the academy together and had no animosity between them, so it was difficult for him to write that activity report on February 9, 2012. Witness [redacted] said at no point did he ever decide that Witness [redacted] was "dirty," he just thought the situation should be looked at, which is why he wrote the activity report.

Witness [redacted] said Inmate [redacted] [redacted] was in custody on double murder charges at the time of this activity report. He said Inmate [redacted] was affiliated with the San Fernando Valley Peckerwoods gang. Witness [redacted] said he had not seen the tattoo that Witness [redacted] allegedly received from [redacted] a.k.a. [redacted] He did not talk about receiving a tattoo from [redacted] with Witness [redacted].

Witness [redacted] said when he wrote the activity report he did not send it to Subject Thompson with any type of notations saying "confidential" or "please do not share." He said normally, when deputies write activity reports they are sent to Subject Thompson and also CC'd to each OSJ Sergeant. This activity report on February 9, 2012, was only sent to Subject Thompson. He said he and Witness [redacted] wrote the activity report with the idea and motivation that it was a topic that should be handled discretely for the interest of the Department, to prevent Department embarrassment, to prevent unnecessary embarrassment to their unit (OSJ) and to Witness [redacted].

Witness [redacted] said he had only heard rumors about the close, personal relationship between Witness [redacted] and Subject Thompson; he never personally witnessed any personal relationship between the two of them. Witness [redacted] said the relationship between himself and Subject Thompson was "formal," "probably the most formal supervisors supervising a subordinate relationship that he had ever had." He said he had never had a bad interaction with Subject Thompson or was never disciplined by him. He added that Subject Thompson was the best supervisor he had ever worked for. He was blindsided by Subject Thompson's actions and never expected that he would handle this situation in the way that he did.

Witness [redacted] added that he had no ulterior motive documenting the allegations about Witness [redacted]. He thought that since Witness [redacted] was being considered for a position at OSJ, the allegations should be investigated. He said he wrote the activity report because he thought Witness [redacted] was possibly engaged in criminal activity and fraternization. He said he thought he was honoring the Department's Core Values "to the letter." He said he would no longer trust Subject Thompson. He said if he ever had a situation like this again, it would cause him a lot of pause and doubt. He would not practice the type of discretion that he did in this situation by only reporting it to Subject Thompson, he would have sent CC's to a couple of sergeants so things could not have transpired this way.

Witness [redacted] said since this incident his life has been affected; he now changes his routes to and from work due to concerns about violence towards him, his stress level has increased, his sleep patterns are interrupted, he is generally depressed and cranky. At work no one will speak to him and he has been labeled as a "rat." He said he now carries his handgun with him while off-duty, more often.

Witness [redacted] said that Subject Thompson allegedly ordered [redacted] Deputy [redacted] to de-class Informant [redacted] from K-10 and had him sent to NCCF approximately ten days to two weeks after he authored the activity report.

> **<u>IAB Note:</u> During his IAB interview, Witness [redacted] said that he personally had Informant [redacted] moved to [redacted]**

> **<u>IAB Note:</u> For further details of this interview, refer to Witness [redacted]'s verbatim transcription.**

On January 3, 2012, **Witness- Deputy** [redacted] was interviewed by Sergeant Sonja Bracken and Sergeant Jose J. Garcia at 0955 hours. Witness [redacted] was represented by Attorney Charles Goldwasser from the Law Offices of Charles Goldwasser. The interview took place at Internal Affairs Bureau and was digitally recorded.

Witness [redacted] said he was assigned to [redacted]. He then was assigned to [redacted]. At the time of this interview he was assigned to Century Regional Detention Center (CRDF).

Witness [redacted] confirmed that Subject Thompson was [redacted]. During November of 2012, he said he did not [redacted] with Subject Thompson. He said Subject Thompson did not discuss anything or show him any documents related to an investigation involving Deputy [redacted]. He said Subject Thompson did not talk to him about why he was being called in for an interview on this case.

Witness [redacted] denied that he approached Witness [redacted] to speak with him on November 1, 2012. He said he approached Witness [redacted] in late September or early October of 2012. He said he and Witness [redacted] were friends, had been working together for two and a half years, and he had been to Witness [redacted]'s home in [redacted]. He said he wanted to thank Witness [redacted] for showing him support by showing up at friends funeral on August 2, 2012. He also said that he was aware that Witness [redacted] was testifying for the Grand Jury and he wanted to see if he was okay.

Witness [redacted] said that [redacted], Subject Thompson asked him to "check up" on Witness [redacted] as he does everybody that works for him (Subject Thompson). Witness [redacted] said he asked Witness [redacted] how his Grand Jury testimony went and Witness [redacted] responded that it went good. Witness [redacted] went on to ask him what type of questions he was asked at the Grand Jury. He said that Witness [redacted] would not elaborate, so he left it at that. He said this discussion took place in the IRC OSJ office and that they were alone.

Witness [redacted] said even though Subject Thompson was no longer his supervisor, he may have used the phrase saying that he was "here for the boss," referring to Subject Thompson. He said "the boss" was what Subject Thompson was called around OSJ. He said he kind of implied that Subject Thompson wanted to see how he was doing. He denied that he asked Witness [redacted] if he testified about Subject Thompson while at the Grand Jury hearing. He then said if Witness [redacted] told him that he did testify about Subject Thompson, he did not remember part of the conversation.

Witness [redacted] said Subject Thompson did not order him or instruct him to go speak with Witness [redacted]. He said Subject Thompson did not ask him to speak with Witness [redacted]. Witness [redacted] said he did not feel obligated to go and speak to Witness [redacted] due to Subject Thompson's rank. He said no one else on the Department instructed him to speak with Witness [redacted].

Witness [redacted] said he asked Witness [redacted] about the Grand Jury because he knew people were being called in to the Grand Jury for Inmate [redacted] (alleged FBI informant) case and he was just curious. He said he did not know if the Grand Jury subpoenaed Witness [redacted] for the [redacted] case or about Witness [redacted]. He said he had no knowledge about the Witness [redacted] case.

Witness [redacted] said he was not sure if Witness [redacted] was allowed to talk about Grand Jury cases. He said the discussion with Witness [redacted] last no longer than five minutes. Witness [redacted] said the Internal Affairs Bureau (IAB) did not cross his mind and did not come up in the conversation with Witness [redacted].

Witness [redacted] said during the conversation with Witness [redacted], he did not threaten Witness [redacted] or Witness [redacted]. He said Subject Thompson did not send him to pass any message about not testifying for the Grand Jury or speaking to IAB. He did not think his conversation would be perceived as trying to intimidate Witness [redacted]; he said he went to speak with him as a friend. He did not have any intentions or anticipated outcome when he spoke with Witness [redacted]. He said he heard about the Grand Jury summons via word of mouth over the summer of 2012. He did not think he heard about the Grand Jury summons from [redacted].

Witness [redacted] said at the time he spoke with Witness [redacted] he was not aware of any investigation occurring in regards to Witness [redacted]. He also denied knowledge of any investigation regarding [redacted], Subject Thompson at the time he spoke with Witness [redacted]. He did not consider that by talking to Witness [redacted], he could possibly be obstructing or influencing an investigation. He said since he was contacted by IAB in December 2012, regarding an interview for this case, he has not spoke with Witness [redacted]. He said once he found out that [redacted] was under investigation he asked him (Subject Thompson) if he was okay but did not ask him any further details. Witness [redacted] said [redacted] only told him when he spoke to IAB to tell the truth.

Witness [redacted] said that he was not sure about the date but Witnesses [redacted] and [redacted] told him about allegations of Witness [redacted] possibly bringing drugs into Men's Central Jail (MCJ) prior to generating the February activity reports. He said they asked his opinion on what to do with the information and he told them to write it up on a report and turn it in just as they do with other information. He thought it would be better to have it written up and let a specialized unit like Internal Criminal Investigations Bureau (ICIB) handle the allegations rather than get in trouble for not reporting it. He said he did not tell Subject Thompson about this conversation because he did not think it was important. He assumed that after Witnesses [redacted] and [redacted] wrote up the allegations about Witness [redacted], he (Subject Thompson) would already know. He said he never discussed the allegations with Subject Thompson because it was not his OSJ investigation.

Witness [redacted] said [redacted] never told him about the memo (activity report) written by Witnesses [redacted] and [redacted].

Witness [redacted] said he worked with Witnesses [redacted] and [redacted]; there was never any animosity between them.

With regards to the Department's Core Values, Witness [redacted] said he believes he performed as a leader by providing knowledge and assisting with the investigation as much as he could. He said he acted honorably throughout this entire incident and investigation. He believed he treated everyone involved in this investigation with respect, dignity and that he acted with integrity throughout the entire incident. He said he applied wisdom, common sense and performed with courage throughout this investigation.

Witness [redacted] said if he had more knowledge of what was going on during this investigation, he would have just kept his mouth shut and minded his own business. He said he learned that he does not want to be sitting in front of IAB investigators again. Witness [redacted] did not wish to say anything else on his behalf. The interview was concluded.

> **<u>IAB Note:</u> For further details of this interview, refer to Witness [redacted]'s verbatim transcription.**

> **<u>IAB Note:</u> For a copy of a memo written by CISU Lieutenant Joseph Dempsey regarding Witness [redacted]'s contact with Witness [redacted], refer to Exhibit F.**

On January 9, 2013, **Witness- Deputy** [redacted] was interviewed by Sergeant Sonja Bracken and Sergeant Brenda Parker at 1304 hours. Witness [redacted] was represented by Attorney Mays Jemison from The Law Offices of Jemison and Mendelsohn in Alabama, by way of Witness [redacted]'s cell phone speaker. The interview took place at Internal Affairs Bureau and was digitally recorded.

Witness [redacted] said at the time he authored the activity reports (February 9, 2012) that were sent to Subject Thompson, he was assigned to Operation Safe Jails (OSJ). He had been assigned to the unit since [redacted]. Sergeant David Gutierrez and Subject Thompson were his supervisors.

Witness [redacted] confirmed that he and Witness [redacted] had been using Inmate [redacted] as a Confidential Reliable Informant (CRI) since [redacted]. He said that Inmate [redacted] had provided information leading to arrests out on the streets. He also confirmed that ultimately, Inmate [redacted] was a documented CRI through [redacted]. Witness [redacted] said that [redacted] Witness [redacted] said nothing was discovered about Witness [redacted] in those instances. Witness [redacted] said Witnesses [redacted] and [redacted], as well as Subject Thompson were aware of those surveillance/recording operations. Witness [redacted] said there were no activity logs produced regarding those operations because it was informal.

Witness [redacted] said he was initially hesitant to write the activity reports about Witness [redacted] on February 9, 2012. He had initially discounted the information from peers and inmates; he took the word of mouth information as Witness [redacted] being ambitious and wanting to join OSJ. Witness [redacted] said he continued to hear things from Witness [redacted]'s peers and inmates about his possible illegal activities which caused him to write the activity reports. Witness [redacted] said after about ninety days of research and gathering information from Witness [redacted]'s peers and others, he and Witness [redacted] simultaneously wrote components of the February 9, 2012, activity logs, from two separate computers and sent them only to Subject Thompson.

Witness [redacted] said that normally the activity reports are sent to the OSJ Sergeants and Subject Thompson. He said Subject Thompson instructed him to document the allegations regarding Witness [redacted] if he thought there was a crime being committed and to submit them to him. He said he contacted Subject Thompson via telephone and email, regarding the allegations against Witness [redacted], to ascertain how the situation was going to be handled.

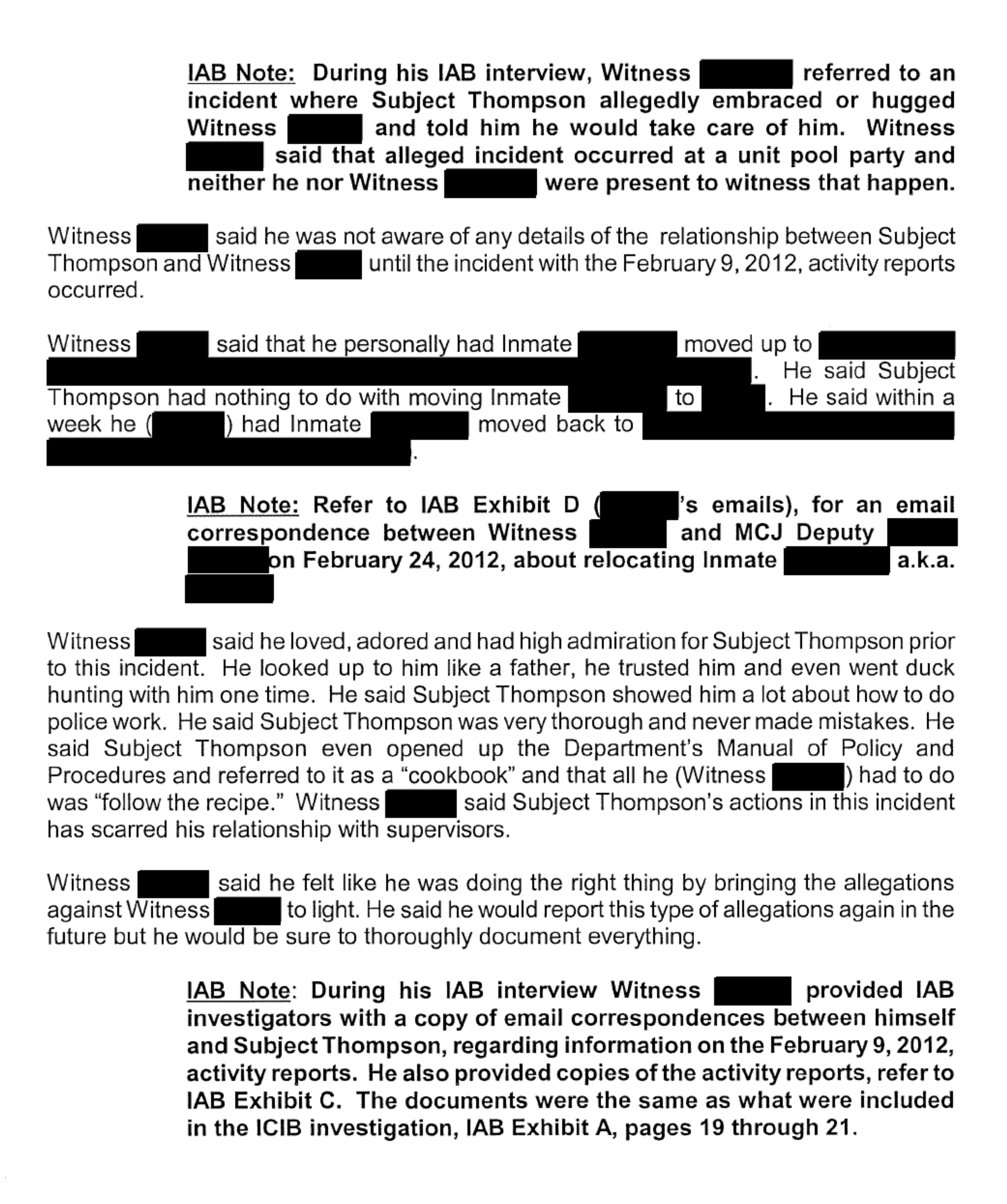
Witness [redacted] said on February 19, 2012, he found out via a text message from Witness [redacted] that Subject Thompson had shown Witness [redacted] their activity report. He said on February 9, 2012, he and Deputy [redacted] submitted a separate activity report regarding [redacted] possibly being involved in drug smuggling. He said Subject Thompson appropriately forwarded that information to ICIB, IAB and consulted other units but did not handle the information regarding Witness [redacted] in the same way.

Witness [redacted] said approximately a week and a half after he had found what Subject Thompson revealed to Witness [redacted], he spoke with Subject Thompson in person outside of Twin Towers Facility. He said Subject Thompson confirmed that he shown the activity report to Witness [redacted] without redacting any names on the document. He said that conversation was tense and at that point, he was afraid of losing his job.

Witness [redacted] said he did not know Witness [redacted] and had never worked with him. He had never personally seen Witness [redacted] interact with [redacted] ([redacted] ([redacted] or engaged in any criminal activity. He had also never seen any of Witness [redacted]'s tattoos.

Witness [redacted] said after February 19, 2012, he had several negative contacts with OSJ personnel. Witness [redacted] said that Subject Thompson also gave a copy of his activity report to Deputies [redacted] and [redacted]. He said his anxiety level had increased, he felt uncomfortable, afraid for his safety and constantly second guessed his decision to submit the activity reports, as well as remaining on the Department. He said he received several comments like "watch your back" and other innuendos which made him concerned whether or not he was going to be set up to be arrested for a criminal charge or injured by either deputies or inmates. Witness [redacted] said once the article in the Los Angeles Times came out and Subject Thompson was transferred from the OSJ unit, these types of comments dramatically calmed down.

> **<u>IAB Note:</u> During Subject Thompson IAB interview, he confirmed that he gave a copy of the activity report regarding Witness [redacted] to Deputies [redacted] and [redacted]. He said he gave them the report so that they could handle the investigation.**



IAB Note: During his IAB interview, Witness [redacted] referred to an incident where Subject Thompson allegedly embraced or hugged Witness [redacted] and told him he would take care of him. Witness [redacted] said that alleged incident occurred at a unit pool party and neither he nor Witness [redacted] were present to witness that happen.

Witness [redacted] said he was not aware of any details of the relationship between Subject Thompson and Witness [redacted] until the incident with the February 9, 2012, activity reports occurred.

Witness [redacted] said that he personally had Inmate [redacted] moved up to [redacted]. He said Subject Thompson had nothing to do with moving Inmate [redacted] to [redacted]. He said within a week he ([redacted]) had Inmate [redacted] moved back to [redacted].

IAB Note: Refer to IAB Exhibit D ([redacted]'s emails), for an email correspondence between Witness [redacted] and MCJ Deputy [redacted] on February 24, 2012, about relocating Inmate [redacted] a.k.a. [redacted]

Witness [redacted] said he loved, adored and had high admiration for Subject Thompson prior to this incident. He looked up to him like a father, he trusted him and even went duck hunting with him one time. He said Subject Thompson showed him a lot about how to do police work. He said Subject Thompson was very thorough and never made mistakes. He said Subject Thompson even opened up the Department's Manual of Policy and Procedures and referred to it as a "cookbook" and that all he (Witness [redacted]) had to do was "follow the recipe." Witness [redacted] said Subject Thompson's actions in this incident has scarred his relationship with supervisors.

Witness [redacted] said he felt like he was doing the right thing by bringing the allegations against Witness [redacted] to light. He said he would report this type of allegations again in the future but he would be sure to thoroughly document everything.

IAB Note: During his IAB interview Witness [redacted] provided IAB investigators with a copy of email correspondences between himself and Subject Thompson, regarding information on the February 9, 2012, activity reports. He also provided copies of the activity reports, refer to IAB Exhibit C. The documents were the same as what were included in the ICIB investigation, IAB Exhibit A, pages 19 through 21.

<u>IAB Note:</u> Witness [redacted] also referred to [redacted] Deputy [redacted] (page 54 of his IAB transcript). He provided IAB investigators with a copy of an email and an attached flyer authored by [redacted] Deputy [redacted] that was sent to several OSJ supervisors, including Subject Thompson, and Deputy [redacted] (an African-American) on December 29, 2009. Deputy [redacted] forwarded the email and flyer to Witness [redacted] on December 31, 2009, refer to IAB Exhibit E.

Due to Witness [redacted] presenting these documents during the IAB interview, the email and flyers' racial overtones, I forwarded the documents to the Department's Bureau of Labor Relations and Compliance Unit Sergeant Nicky Burns for further investigation. Refer to POE 13-005.

Witness [redacted] said around November 1, 2012, he was approached by Witness [redacted]. Witness [redacted] approached him at the Inmate Reception Center (IRC) Booking Front area and asked to speak with him in private. Witness [redacted] said he and Witness [redacted] were good friends. He verified that Witness [redacted] had been to his home in [redacted], so he did not think there would be any problem with talking with him. They spoke alone inside the IRC OSJ office. He said Witness [redacted] said he was "here on behalf of the boss," while rubbing his collar. He said he could not recall the exact words but it was made clear to him that Witness [redacted] was sent to talk to him by Subject Thompson. He said Witness [redacted] also inferred something to the effect that the "LT" was not going to be indicted.

Witness [redacted] said he was not afraid that Witness [redacted] was going to assault him or threaten him while they were in the OSJ office. He said he was not threatened or did not feel intimidated by Witness [redacted]. He said being that he and Witness [redacted] were friends, Witness [redacted] knew that he ([redacted]) was subpoenaed to testify for the Grand Jury. Witness [redacted] verified that he attended a funeral for one of Witness [redacted]'s friends earlier in 2012. Witness [redacted] did not recall if Witness [redacted] talked about or thanked him for attending that funeral when they spoke in the OSJ office in November of 2012. He also did not recall if Witness [redacted] asked him about speaking to IAB investigators. He said Witness [redacted] did not seem to be checking on his welfare.

Witness [redacted] said Witness [redacted] did not refer to Witness [redacted] during the conversation in the OSJ office. Witness [redacted] said Witness [redacted] did not try to influence him not to testify because by the time that they spoke in November of 2012, he had already testified for the Grand Jury. He said Witness [redacted] did not ask about the details of his testimony. He said their conversation lasted approximately five minutes. He said he debated for two days about reporting his contact with Witness [redacted] but he finally reported it to the new [redacted] He said he debated about reporting it because of how he thinks about supervisors now and believing that many of them feel that they do not have a duty to act.

IAB Note: Upon receiving a correspondence from Commander Karyn Mannis, Lieutenant Joseph Dempsey conducted a supervisors inquiry into POE #13-005. Lieutenant Dempsey spoke with Witness [redacted] and other personnel listed on the email. He determined that there was no racial issues or sub-groups within OSJ and the email was apparently sent as a joke. Refer to Lieutenant Dempsey's memo dated March 19, 2013, in the Miscellaneous Section of this case.

IAB Note: For further details of this interview, refer to Witness [redacted]'s verbatim transcription.

On January 8, 2013, **Witness-Deputy** [redacted] was interviewed by Sergeant Sonja Bracken and Sergeant Trent Denison, at 1257 hours. Witness [redacted] was represented by Elizabeth Gibbons from The Law Offices of Green and Shinee. The interview took place at Internal Affairs Bureau and was digitally recorded.

Witness [redacted] said he is not related to Subject Thompson and did not know him prior to becoming a deputy. He said he does not have a personal relationship with Subject Thompson but has attended off-duty fund raisers with Subject Thompson in attendance. Witness [redacted] said he had never worked for Subject Thompson at OSJ.

Witness [redacted] said Subject Thompson approached him sometime in November of 2011 (he was not sure of the date) regarding allegations about him (Witness [redacted]) passing a package to Inmate [redacted] and receiving a tattoo from one of Inmate [redacted] associates. Witness [redacted] said that Subject Thompson showed him a memo (activity report) written by two OSJ deputies ([redacted] and [redacted]), and asked him to elaborate on it. He said he read the entire memo and saw the deputies names who authored the memo. He said no parts of the memo were redacted.

Witness [redacted] said that Subject Thompson did not tell him if he was conducting an inquiry or an investigation into the allegations. He said Subject Thompson gave him the memo, Witness [redacted] read it, Subject Thompson looked at him like, "What the fuck?" Witness [redacted] said he responded by telling him, "half of what the memo said was true and the other half was complete bullshit." He referred to the part about him being at the tattoo shop in the San Fernando Valley was true, but the part about passing a package to Inmate [redacted] in return for a tattoo or any favors was not true. He then gave the memo back to Subject Thompson. He said Subject Thompson did not tell him to watch what he was doing or warn him to stay away from Inmate [redacted]

Witness [redacted] said Subject Thompson did not seem upset at the time they were discussing the allegations, he seemed like he was just inquiring about the allegations. Witness [redacted] said at the time he saw the memo, he was surprised and blindsided by the allegations. He said Subject Thompson did not counsel him on any Department policies during their discussion. He denied that Subject Thompson told him to approach Witness [redacted] or [redacted]; he did not speak to those deputies about the memo.

Witness [redacted] acknowledged that he often attended OSJ meetings even though he was not assigned to the unit. He denied that Subject Thompson ever embraced him in any sort of way and told him that he was would take care of him. **(Alleged by Deputies [redacted] and [redacted]).**

Witness [redacted] said he had no idea why Subject Thompson showed him the memo written by Witnesses [redacted] and [redacted].

Witness [redacted] said there was never any "bad blood" between himself and Witnesses [redacted] or [redacted].

> **<u>IAB Note:</u> For further details of this interview, refer to Witness [redacted]'s verbatim transcription.**
>
> **<u>IAB Note:</u> During Witness [redacted]'s interview with ICIB on July 18, 2012, he was asked about his contact with Subject Thompson and the discussion he allegedly had involving the activity reports authored by Deputies [redacted] and [redacted] Witness [redacted] chose not discuss that matter with ICIB investigators, refer to pages 43 thru 49 and the verbatim transcript.**

<u>SUBJECT INTERVIEW</u>

On January 11, 2013, **Subject- Lieutenant Gregory Thompson,** was interviewed by Sergeant Sonja Bracken and Sergeant Jose Garcia, at 1114 hours. Subject Thompson was represented by Attorney David Strothers from the Law Offices of David E. Strothers. The interview took place at Internal Affairs Bureau and was digitally recorded. The following is a summary.

Subject Thompson said he has been on the Department for approximately thirty two years, during this time he has been assigned to various stations and specialized units. He said he has worked in [redacted]. He said his knowledge of the White gangs was gained by working in the jails. He said the White gangs conducted their criminal activities in order to make money, usually by smuggling contraband, narcotics and providing protection in neighborhoods on the streets, as well as inside the jails. He said a lot of the activity amongst the White gangs inside the jails are assaults with deadly weapons on each other.

Subject Thompson said once he was promoted to the Lieutenant position he became the unit commander for Custody Investigative Services Unit (CISU), which is basically a captain's position. He was the unit commander for CISU from May of 2009 until June of 2012. He said his supervisors during that time were Commander Dennis Conte and then upon his retirement, Commander Eric Parra was placed in charge of the unit.

Subject Thompson said during his career as a supervisor he had conducted approximately two or three supervisory inquiries. He had conducted approximately one hundred administrative investigations. He said he had approximately five previous situations where an employee was allegedly involved in criminal activity. He said during the case involving [redacted] allegedly smuggling drugs into Men's Central Jail (MCJ), he had knowledge of that incident via a telephone call from two of his [redacted] and [redacted] He then said it was possibly Deputy [redacted] or Deputy [redacted], he could not specifically recall who he spoke to at that time.

Subject Thompson said he instructed those deputies to call Internal Criminal Investigative Bureau (ICIB) and get them involved because the alleged drug smuggling was occurring at that time. He said he did not feel the need to micro-manage his personnel and he did not get involved with specifics of cases. Subject Thompson said he was given a lot of latitude and used his own discretion when it came to looking into possible criminal or policy violations by personnel. He said sometimes he would consult his commander and other times he would not depending on the level of the policy violation. He said that he would get inmates' complaints and allegations of misconduct by personnel on a daily basis. He would review the complaints and handle them himself.

Subject Thompson said in 2011, he was not aware of any allegations of Witness [redacted] smuggling drugs or being involved in (vending) card scamming at MCJ. He said Witness [redacted] was a "hard working, stand-up guy."

Subject Thompson said that Witness [redacted] was [redacted]. He had no knowledge of his work ethic or production. He said Witness [redacted] was a friend of Witness [redacted]'s who had been assigned to CISU for approximately two years. He said Witness [redacted] was his "go to" guy for IRC (Inmate Reception Center). He said he did not recall any major discipline issues with either Witness [redacted] or Witness [redacted]; only small timekeeping issues periodically.

Subject Thompson said the normal process for OSJ activity reports was they were sent to him to vet. He would review them and then if necessary send them out to specialized units (Narcotics Bureau, Major Crimes Bureau, other police agencies) or other facilities. He said if the activity reports were sent to other units, the informant's name was redacted but the main information usually stayed intact. Subject Thompson then said that the activity reports were usually sent to the OSJ supervisors and was often shared throughout OSJ personnel so that everyone was aware what is going on.

Subject Thompson said he determined which activity reports to act on by how much detail or confirmed information was on the report. He said he would send his deputies back for more information and if the informant on the activity report gave more specific details, then he would send it out to an outside unit for follow up.

Regarding the activity reports **(IAB Exhibit A, pages 19 through 21)** authored by Witnesses [redacted] and [redacted] on February 9, 2012, Subject Thompson said he received a telephone call from either Witness [redacted] or [redacted] (he could not recall which one). He said that deputy told him about questionable activity involving deputy personnel and he instructed him to document the information. He said once he received the activity reports, he reviewed them and called Witness [redacted] that same day. He said the initial activity report contained information regarding Inmate [redacted] an unidentified female deputy, as well as Witness [redacted]

Subject Thompson said he had Witnesses [redacted] and [redacted] separate the involved deputies on to separate reports for intelligence purposes, so he could isolate the information, just in case he had to send the documents to different investigators to handle. He said these particular activity reports were only sent to him via email.

Subject Thompson said he saw Inmate [redacted] as the informant/source on the activity reports and had always questioned or doubted his information. He said that there were activity reports back in June of 2011 with Inmate [redacted] as the source. He said the information on those reports conflicted themselves. Subject Thompson referred to three activity reports dated June 16, 2011, June 24, 2011, and July 14, 2011 that he had in a binder during the IAB interview. He said Inmate [redacted] provided conflicting and unreliable information on those reports. He said he had been keeping a file on Inmate [redacted] all along because he did not trust him and thought he was manipulating his deputies. He said his original file was lost when he was transferred from CISU in June of 2012, and he began re-accumulating information on Inmate [redacted] in a binder since the situation with the February 9, 2012, activity reports began.

> **<u>IAB Note:</u> Refer to IAB Exhibit B for additional activity reports dated July 6, 2012, (recovery of a stolen vehicle) and February 7, 2012, (notation at the bottom reflecting that Inmate [redacted]. These documents were provided to IAB investigators by CISU Operations Sergeant David Gutierrez and were not mentioned by Subject Thompson. The activity reports also show that [redacted] was present during the interviews on June 24, 2011, and July 14, 2011.**

Subject Thompson said he had heard that Inmate [redacted] was "carded" (documented) as a Confidential Reliable Informant (CRI) by MCB but he never spoke to any MCB detectives to confirm that information. Subject Thompson said just because an informant is "carded" does not make him reliable. He said an informant could be telling stories or giving information in an attempt to get special treatment while in jail.

Subject Thompson denied that he said the allegations against Witness [redacted] did not rise to the level of being criminal or fraternization during his ICIB interview; he claimed he said the allegations could be fraternization. Subject Thompson said a couple days after (did not provide an exact date) he received the activity reports he spoke with Commander Parra about possibly conducting an administrative investigation into alleged fraternization by Witness [redacted]. He said he asked Commander Parra if he could handle the investigation himself. He said he did not show the activity reports to Commander Parra but that Commander Parra gave him permission to handle the investigation himself. Subject Thompson said he then spoke to Witness [redacted] about the allegations on the activity report.

> **<u>IAB Note:</u> On page 62 of Subject Thompson's transcript, he said he started an "inquiry" and once he spoke with Commander Parra he asked if he could handle it to conclusion. He said it was at that point that he decided that he could talk with Witness [redacted].**

Subject Thompson said at the time he spoke to Witness [redacted] his understanding of the fraternization policy was in "black and white" and offered to read the policy to IAB investigators. IAB investigators asked him again about his understanding of the policy. He then said that if an employee met any of the criteria listed in the policy, then obviously that employee would be in violation of the policy. He also said his understanding of the policy referred to contact with an inmate within thirty days of being released from custody. He agreed that the fraternization policy also referred to prohibited association.

Subject Thompson said all the information he had at the time he spoke to Witness [redacted] was allegations coming from an inmate who he did not think was credible at all. He said that Inmate [redacted] never actually identified Witness [redacted] as the deputy involved in misconduct, he said Witness [redacted] identified Witness [redacted]. He said he gave copies of the activity report to Deputies [redacted] and [redacted] to speak to [redacted] on February 16, 2012, to try and determine Inmate [redacted] credibility.

Subject Thompson provided a copy of a transcription and a CD to IAB investigators, **(refer to IAB Exhibit H)**. Subject Thompson corrected himself at the end of this interview. He said it was actually Deputies [redacted] and [redacted] conducting the interview with Inmate [redacted]

Subject Thompson said he was given permission by Commander Parra to handle the allegations against Witness [redacted] himself. He said he was conducting an inquiry to determine if the allegations were possibly administrative **(bottom of page 36 in Subject Thompson's transcript)**. Subject Thompson said during his conversation with Witness [redacted] in February 2012, he showed Witness [redacted] the activity report about him. He said he showed it to Witness [redacted] because it was his investigation; it was at his discretion how to handle the inquiry; there were no rules on it, and he was conducting the investigation as he saw fit **(page 39 of Subject Thompson's transcript)**. He said he did not redact any names on the activity report.

Subject Thompson denied pointing out certain things on the activity report to Witness [redacted], as he said during his ICIB interview. He told IAB investigators he actually allowed Witness [redacted] to read the whole activity report. He said he did not recall if Witness [redacted] confirmed he actually received a tattoo as alleged on the activity report; he said that Witness [redacted] admitted going to the tattoo shop.

Subject Thompson said when he spoke to Witness [redacted] he asked him if the allegations were true. He recalled Witness [redacted] denied passing Inmate [redacted] any type of package and confirmed that he did go to the tattoo shop ([redacted]) in the San Fernando Valley. He did not recall if Witness [redacted] said he actually received a tattoo. Subject Thompson denied he had any knowledge of any criminal activity at [redacted] Shop. He said his information about that tattoo shop was based on information that he did not trust from Inmate [redacted] He said he did not question Witness [redacted] as to how he was referred to the [redacted] Shop.

Subject Thompson said once Witness [redacted] admitted going to the [redacted] Shop, this gave Inmate [redacted] "a little bit of credibility." He said he had no knowledge of who referred Witness [redacted] to that tattoo shop, and said he did not ask him that question. When IAB investigators questioned Subject Thompson about the part in the activity reports that stated Inmate [redacted] referred Witness [redacted] to the tattoo shop, he then acknowledged that Witness [redacted] was referred by Inmate [redacted]

Subject Thompson said he did not see any tattoos on Witness [redacted]. He said he did not ask Witness [redacted] why he went to the tattoo shop. He said he just formulated in his own mind that he probably went to get a tattoo since he was at the shop. Subject Thompson said at the time he spoke with Witness [redacted] he had no knowledge if Witness [redacted] was under investigation or if any surveillance operations were being conducted by ICIB, IAB or Federal Bureau of Investigations (FBI). He said if knew about any type of investigation into Witness [redacted]'s conduct, he "would not have come within a hundred feet of him."

Subject Thompson said he spoke to Witness [redacted] about the allegations because he did not think there had been a crime involved and because he "wouldn't want him to continue breaking policy."

Subject Thompson said he had no personal relationship with Witness [redacted] but was aware he applied to join the MCJ OSJ team. He had no knowledge if Witness [redacted] was a member of any White gang. Subject Thompson denied he was a member of any White gang. He said he had no type of loyalty toward Witness [redacted]. He was aware Witness [redacted] was a hard working deputy and he was useful to his OSJ personnel. Subject Thompson felt he was being objective during this incident and instead of passing the buck, he was trying to verify if the information from Inmate [redacted] was credible. He said he did not have Inmate [redacted] moved to [redacted], he assigned Deputies [redacted] and [redacted] to investigate his credibility. He said inmates are often moved without his knowledge.

Subject Thompson said he could not recall any exchange of emails between himself and Witnesses [redacted] or [redacted] regarding Witness [redacted] Sergeant Bracken showed him email conversations between himself and Witness [redacted] dated February 9, 2012, between 8:11PM and 9:56PM **(IAB Exhibit C, provided by Witness [redacted])**. He said when he typed, "Maybe we can talk tomorrow in person. Keep this between us and tell [redacted] to relax. I'll follow up on one of these cases personally," he was referring to Inmate [redacted] and the allegations about Witness [redacted].

> <u>IAB Note:</u> **On February 22, 2013, Sergeant Bracken received and reviewed email correspondences between Subject Thompson, Witness [redacted] and Witness [redacted] regarding the February 9, 2012, activity reports. The emails are placed in chronological order by dates and times, refer to IAB Exhibit D.**

IAB investigators then moved to the topic of Subject Thompson's [redacted], Witness [redacted]. Subject Thompson verified that Witness [redacted] He said Witness [redacted] had not [redacted]

Subject Thompson denied discussing the allegations against Witness [redacted] with Witness [redacted]. He also denied showing him the activity reports authored by Witnesses [redacted] and [redacted]. He said he was not aware if Witness [redacted] had seen the activity reports. He did not know if Witness [redacted] spoke with Witness [redacted] or Witness [redacted] about the allegations against Witness [redacted].

Subject Thompson said he told [redacted] to go check on Witness [redacted] because he had heard that OSJ deputies were subpoenaed by the Grand Jury. He said he knew they were friends and they worked at IRC together. Subject Thompson said he sent [redacted] to check on Witness [redacted]'s welfare and to show him support. He denied that he told [redacted] to ask Witness [redacted] about his Grand Jury testimony. He said he was aware that Witness [redacted] had already testified for the Grand Jury once [redacted] went to speak with him. Subject Thompson denied that he told [redacted] not to speak with Witness [redacted] or Witness [redacted] once the information came out in the paper and investigations ensued.

Subject Thompson said [redacted] asked him about what was being said in the newspapers and why he was transferred. He said he did not tell [redacted] anything about those issues.

Toward the conclusion of Subject Thompson's interview, we referred to the Department's Core Values. When asked if he felt that he performed his supervisory duties honorably in this situation; his response was he felt that he went far above what most supervisors go through. When asked if he considered the dignity of Witnesses [redacted], as well as his own, when he chose to tell Witness [redacted] about the allegations; his response was that he cares about all the deputies. When asked if he thought he showed integrity to do right and fight wrong when he told Witness [redacted] about the allegations and showed him the activity reports; his response was it was his investigation. He said he applied common sense and fairness during his investigation.

Subject Thompson said he did not consider that he was possibly violating policy by obstructing an investigation or influencing a witness. He said he had no knowledge of any investigation except for the one he was conducting regarding the activity reports. IAB investigators showed Subject Thompson the policy regarding Personnel Incident Investigations (3-01/060.10); his response was that he was conducting an inquiry, not an investigation. His understanding was that inquiries and investigations were a little different. He felt that he was being impartial and objective during his investigation.

IAB investigators asked Subject Thompson that since alleged gang members were involved in this situation, did he consider the consequences that revealing the allegations and documents could possibly endanger Witnesses [redacted] and even Witness [redacted] his response was, "I work in a jail. They work in a jail. Eighty-five percent of the inmates are gang members that they deal with daily."

Subject Thompson said in his mind, he asked himself why would this situation be any different than talking to a gang member in the jail everyday. When asked if he considered if other Department personnel would label Witnesses [redacted] and [redacted] as "snitches;" his response was vague and he implied that the only way that that would come up was in the newspaper article. He acknowledged that other deputies had knowledge of the activity reports.

> **<u>IAB Note:</u> Subject Thompson provided a copy of an email and letter written by Witness [redacted] (Witness [redacted]) referring to the Los Angeles Times Article, refer to IAB Exhibit H.**

Subject Thompson was asked if he considered the potential for a hostile work environment towards Witnesses [redacted] and [redacted]; his response was basically as a supervisor he goes to work everyday and often runs the risk of having a hostile work environment **(the remainder of this answer was unintelligible on the audio)**. He agreed that as a supervisor he needs to be discrete and impartial to make sure what is going on for the safety and security of personnel and inmates in whatever facility he is assigned to.

When Subject Thompson was asked if he would have done anything differently in the handling of this situation; initially he said he could not think of anything. After a short break Subject Thompson returned and said that once Witness [redacted] admitted that he went to the tattoo shop, he said he should have "boxed it up and given it to somebody else."

At the conclusion of this interview, IAB investigators gave Subject Thompson the opportunity to submit any additional documents, videos or audio recordings; he did not submit any other items.

> **<u>IAB Note:</u> For further details of this interview, refer to Subject Thompson's verbatim transcription.**

Additional Sworn Witnesses

On January 28, 2013, **Witness- Commander Eric Parra,** was interviewed by Sergeant Sonja Bracken, at 1515 hours. The interview took place at Twin Towers Correctional Facility in Commander Parra's office and was digitally recorded. The following is a summary.

Witness Parra said he has been on the Department for twenty six years and during February of 2012, he was assigned to the Commander's Management Task Force. When he transitioned to the task force there may have been overlap in February of 2012, between himself and Commander David Fender as to who was responsible for the Custody Investigative Services Unit (CISU).

Witness Parra said during his career he worked with Subject Thompson in [redacted]. He said Subject Thompson was assigned as an Operation Safe Streets (OSS) investigator at the time. Witness Parra said he had never supervised Subject Thompson prior to him (Subject Thompson) being assigned to CISU.

Witness Parra said during the time Subject Thompson was under his command, Subject Thompson seemed very knowledgeable about investigations and about the gangs inside the jail system. He said he trusted that Subject Thompson did a good job when it came to supervisory inquiries or administrative investigations. He did not recall seeing any administrative investigations submitted to him by Subject Thompson.

Witness Parra said being that Subject Thompson was basically the unit commander of CISU, he had authority to conduct inquiries and administrative investigations, as long as he consulted with him. He said Subject Thompson had approached him on previous occasions to discuss employee conduct. He said the protocol was that if the conduct was potentially illegal, he told Subject Thompson to contact Steve Leavins at ICIB. He would then follow up with Subject Thompson as to whether or not ICIB took the handle on those cases. He said ICIB took those cases one hundred percent of the time.

Witness Parra said he did not specifically recall Deputy [redacted] name but he recalled allegations of a deputy passing packages to inmates at MCJ and receiving tattoos. He said Subject Thompson told him about those allegations and he instructed him to contact Steve Leavins. He said he trusted that Subject Thompson followed his instructions and passed the information on to ICIB. He did not recall the date of this conversation with Subject Thompson.

Witness Parra said Subject Thompson did not ask him if he could handle the allegations against Witness [redacted] himself. Subject Thompson did not tell him he was already conducting an inquiry. He did not recall if Subject Thompson showed him the activity reports authored by Witnesses [redacted] and [redacted] he said he saw the activity reports on a weekly report, usually the following week they were written.

Witness Parra said if he had seen the allegations on the weekly report, without knowing about them ahead of time, that would have prompted him to call Subject Thompson into his office to assure him the situation was being handled. Witness Parra said he did not give Subject Thompson permission to handle the allegations against Witness [redacted] himself.

Witness Parra said there was no discussion of the informant's credibility in relation to the allegations against Witness [redacted]. He said Subject Thompson did not tell him that he was going to show Witness [redacted] the activity reports. If Subject Thompson had told him that, he would have told him, he could not show Witness [redacted] the case would be handled through ICIB or IAB and then Witness [redacted] would be notified via the proper process. Witness Parra said that would only make the two deputies who authored the report "targets."

Witness Parra said Subject Thompson never told him that he did show Witness [redacted] the activity reports. He found out about what happened once he saw Subject Thompson on a narcotics search warrant a couple of months ago. Due to him being assigned to the Commander's Task Force, Witness Parra said had no knowledge of when and why Subject Thompson was re-assigned or relieved of duty.

> **<u>IAB Note:</u> For further details of this interview, refer to Witness Parra's verbatim transcription.**

On May 2, 2013, **Witness- Deputy [redacted]**, was interviewed by Sergeants Sonja Bracken and Jose J. Garcia at 1028 hours. The interview took place at Internal Affairs Bureau and was digitally recorded. The following is a summary.

Witness [redacted] said during February of 2012, he was assigned to Operation Safe Jails (OSJ) at Men's Central Jail. He had been at that assignment for almost two years. He said Subject Lieutenant Gregory Thompson was in charge of the unit in February of 2012.

Witness [redacted] said the normal procedure for OSJ activity reports were for OSJ deputies to gather intelligence in order to pass the information on to the Jail Intelligence Unit (JIU). They also use the activity reports to identify street gang members that have prison gang ties, identify influential inmates and to assure that they are housed appropriately. He said the activity reports were usually forwarded to [redacted] and [redacted] compiled the activity reports in order to produce weekly reports for all the jail facilities captains, commanders and detective bureaus. Witness [redacted] said he was not aware if the activity reports were ever redacted.

Witness [redacted] said he did not recall the exact date of when he had a conversation with Subject Thompson about the allegations involving Witness Deputy [redacted]. He said Lieutenant Thompson instructed him to tape record an interview with Inmate (Informant) [redacted] regarding the allegations against Witness [redacted]. Witness [redacted] said he did not recall if Subject Thompson told Witness [redacted] to accompany him in that interview.

Witness [redacted] also said he did not recall who was in the room with him and Subject Thompson during this conversation. He recalled that the conversation occurred in Subject Thompson's office inside Twin Towers Facility. Witness [redacted] said Witness [redacted] was with him during the interview with Inmate [redacted] He said the interview with Inmate [redacted] occurred within a week of the activity report being submitted to Subject Thompson on February 9, 2012.

Witness [redacted] said that Subject Thompson showed him the activity report written by Witnesses [redacted] and [redacted]. He confirmed that pages 19 and 20 of the ICIB book looked like that information that he was shown by Subject Thompson. He said he did not read the entire activity report but he recalled the name Inmate [redacted] [redacted] Witness [redacted] and tattoo shops. He said Subject Thompson told him to interview Inmate [redacted] to verify the information on the activity report that was alleged about Witness [redacted]. Witness [redacted] said he and Witness [redacted] interviewed and recorded Inmate [redacted] only one time once they received instructions from Subject Thompson.

> **<u>IAB Note:</u> Subject Thompson said after he showed Witnesses [redacted] and [redacted] the activity report, they interviewed Inmate [redacted] about the [redacted] allegations but had not recorded that conversation. He immediately sent them back to interview him again and to record that conversation (provided in Exhibit H).**

Witness [redacted] said he did not recall if Subject Thompson mentioned anything about doubting Inmate [redacted] reliability. Witness [redacted] said the goal during the interview with Inmate [redacted] was to obtain whatever information Inmate [redacted] provided and to report back to Subject Thompson so he could deal with it administratively or criminally as needed. Witness [redacted] said Subject Thompson did not mention how he intended on dealing with the information provided from Inmate [redacted] Witness [redacted] said Subject Thompson did not instruct him to contact Internal Criminal Investigative Bureau (ICIB) regarding the allegations against Witness [redacted]. He said Subject Thompson did not mention if he, himself was going to contact ICIB regarding the [redacted] allegations.

Witness Smith said during his interview with Inmate [redacted] he did not believe what he was saying. He believed that Inmate [redacted] was a manipulator. He said Inmate [redacted] rambled on about various things during their interview. His said his overall impression of Inmate [redacted] was that he was "full of shit."

Witness [redacted] said weeks later, once he became aware how Subject Thompson handled the activity report and the allegations, he was not surprised. He felt that Witnesses [redacted] and [redacted] were just reporting what an inmate had told them. He did not believe that their actions labeled them as rats or snitches. He said that if those deputies added more to the story on their own that was not really true, then they could be labeled as such. He said in this case, they were only reporting information from an inmate.

Witness [redacted] denied threatening either directly or indirectly, Witnesses [redacted] or [redacted] at any time after the [redacted] allegations came to light. Witness [redacted] said he did not recall any conversation between himself and Witness [redacted] regarding Inmate [redacted] having possession of (Automated Justice Information System (AJIS) printouts as alleged by Witness [redacted]

> **<u>IAB Note:</u> For further details of this interview, refer to Witness [redacted]'s verbatim transcription.**

On May 2, 2013, **Witness- Deputy [redacted],** was interviewed by Sergeants Sonja Bracken and Jose J. Garcia at 1115 hours. The interview took place at Internal Affairs Bureau and was digitally recorded. The following is a summary.

Witness [redacted] had essentially gave the same procedures as Witness [redacted] regarding OSJ activity reports. He added that information such as threats against staff, as well as identifying shot callers amongst the inmate population are also documented on those reports. Witness [redacted] said he had never seen any activity reports that were redacted.

Witness [redacted] said Subject Thompson showed him the activity report regarding the allegations against Witness [redacted]. He could not recall approximately how long after the activity report was written that he visually saw the report. He said Subject Thompson showed him the report just outside of Men's Central Jail, near the traffic circle area. Witness [redacted] said he read the entire report; he verified that pages 19 and 20 of the ICIB book as being the activity report that he saw. He said he was not given any instructions by Subject Thompson, he (Subject Thompson) only asked him what he thought about the report.

Witness [redacted] said he did not know Inmate [redacted] well but he did not think the allegations against Witness [redacted] were true or credible. Witness [redacted] said he did not interview Inmate [redacted] about the [redacted] allegations. Witness [redacted] said Subject Thompson did not mention his own opinion as to whether or not he thought Inmate [redacted] was credible. Witness [redacted] said he did not maintain a copy of the activity report, he gave it back to Subject Thompson at the end of their discussion. He said Subject Thompson did not tell him how he was going to handle the allegations against Witness [redacted].

Witness [redacted] said he found out how Subject Thompson handled the allegations when it came out in the newspapers. Witness [redacted] said that Subject Thompson never told him to contact ICIB regarding the allegations against Witness [redacted]. Witness [redacted] said he was kind of shocked when he found out about Subject Thompson showing the activity report to Witness [redacted]. He added that Subject Thompson was a good investigator, he was a lieutenant and he assumed that he knew what he was doing because these types of personnel issues was above his (Witness [redacted]) head.

Witness [redacted] denied making any threats directly or indirectly towards Witnesses [redacted] or [redacted] once the allegations in the activity report came to light. Witness [redacted] said he had no personal issues or animosity towards Witnesses [redacted] or [redacted].

Witness [redacted] said that if he had documented allegations about a fellow employee and forwarded it to Subject Thompson, he would have assumed that that document would have been handled confidentially and not shown to the subject of the allegations.

Witness [redacted] said he did not have a calendar marking off days until Witness [redacted] was fired as alleged by Witness [redacted] during his interview.

> **<u>IAB Note:</u> For further details of this interview, refer to Witness [redacted]'s verbatim transcription.**

On May 7, 2013, **Witness- Deputy** [redacted] was interviewed by Sergeants Sonja Bracken and Laura Haynes at 1025 hours. The interview took place at Internal Affairs Bureau and was digitally recorded. The following is a summary.

Witness [redacted] explained the normal procedure for the OSJ activity reports basically the same as Witnesses [redacted] and [redacted] He added that in situations where confidential informants were providing information and the author (Deputy) of the activity report request it, that informant's name was usually redacted because of an on-going case.

Witness [redacted] said he found out about the allegations involving Witness [redacted] when he and Witness [redacted] were called to Subject Thompson's office. Witness [redacted] could not recall the exact date that Subject Thompson called them into his office but he believed it was shortly after the February 9, 2012, activity report was written. He said Subject Thompson showed them the activity report and asked them to conduct a follow up interview with Inmate [redacted] to get more details about the allegations. Witness [redacted] verified that pages 19 and 20 of the ICIB book looked similar to what he read in Subject Thompson's office on that day. Witness [redacted] believed that the activity report he saw was a half a page but had the same information about Witness [redacted] and had Inmate [redacted] name on it. Witness [redacted] said he did not keep a copy of the activity report.

Witness [redacted]y said he has more experience when interviewing inmates but did not have any previous experiences with Inmate [redacted] He said Subject Thompson did not mention anything about doubting Inmate [redacted] credibility or the information he provided about Witness [redacted]. Witness [redacted] said they interviewed Inmate [redacted] one time and that interview was recorded **(provided by Subject Thompson during his interview, Exhibit H)**.

Witness [redacted] said Subject Thompson did not tell him to contact ICIB regarding the [redacted] allegations. He said Subject Thompson did not tell him what he (Subject Thompson) was going to do about the allegations as far as conducting an inquiry or investigation. Witness [redacted] said he was not surprised that Subject Thompson showed he and Witness [redacted] the activity report. He said the activity report was poorly written and a follow up interview was necessary. He said if he had written an activity report with allegations involving an employee he would not have a problem with Subject Thompson showing it to someone in order to have them get more information on it.

Witness [redacted] denied making any comments or threats directly or indirectly toward either Witness [redacted] or Witness [redacted] after the allegations against Witness [redacted] came to light.

> **<u>IAB Note:</u> For further details of this interview, refer to Witness [redacted]'s verbatim transcription.**

In the matter of the discipline of)
Gregory Thompson, Employee No. [redacted])
and)
the Los Angeles County Sheriff's Department)

SETTLEMENT AGREEMENT

PRELIMINARY STATEMENT

This agreement is entered into between the Los Angeles County Sheriff's Department (hereinafter referred to as "Department") and Gregory Thompson, Employee No. [redacted] (hereinafter referred to as "Lt. Thompson").

RECITALS

The Department and Lt. Thompson are interested parties in the investigation under Internal Affairs Bureau No. 2318000 and Civil Service Commission appeal Case No. 13-359. Both desire to resolve all disputes arising as the result of that investigation, to avoid litigation and further administrative process upon the terms and conditions hereinafter set forth.

NOW AND THEREFORE, the Department and Lt. Thompson, for and in consideration of the mutual covenants herein, agree as follows:

1. Upon execution of this agreement, Lt. Thompson understands, agrees, and acknowledges he will retire from the Department effective on September 7, 2013.

2. Lt. Thompson agrees to provide, directly to Chief Fender, proof of his retirement on or before September 7, 2013.

3. Pursuant to this agreement, Lt Thompson will be placed back on administrative leave with pay beginning from July 31, 2013 and ending on September 6, 2013.

4. In the event, Lt. Thompson fails to retire on September 7, 2013, this Agreement will be deemed null and void, and Lt. Thompson waives his right to further contest his discharge that was imposed on July 31, 2013.

5. The parties agree, understand, and acknowledge that upon Lt. Thompson's retirement he will receive:

   (a) CCW endorsement pursuant to California Penal Code § 12027, and
   (b) Sheriff's Department retirement credential and badge.

6. Lt. Thompson's Personnel Performance Index will reflect "Founded, Retired" as to the charges set forth in the letter of Imposition dated July 31, 2013.

7. The Department shall seal in an envelope, in Lt. Thompson's personnel file, the Department's Letter of Imposition dated July 31, 2013, a copy of this settlement agreement, and all other references to the discharge in the personnel file. The envelope shall state "To be opened only by order of the Court, order of the Sheriff, or upon Lt. Thompson's written authorization".

8. Lt. Thompson agrees to waive any and all future administrative and/or judicial remedies involving or pertaining to either the discharge, retirement, and/or IAB # 2318000, including, but not limited to, appeals to the Los Angeles County Civil Service Commission and/or the Los Angeles County Employee Relations Commission. Furthermore, Lt. Thompson agrees to withdraw his appeal with the Civil Service Commission within ten (10) business days from the date of his retirement.

9. The parties further agree this settlement shall not be considered, cited or used in future disputes as establishing past precedent or past employment practice. This agreement resolves the dispute between Lt. Thompson and the Department, and is not to be applied to any other facts or disputes.

10. In consideration of the terms and conditions set forth herein, Lt. Thompson agrees to fully release, acquit and forever discharge the County, and all present and former officers, employees and agents of the County and their heirs, successors, assigns and legal representatives from any and all liability whatsoever for any and all claims arising out of or connected with the employment relationship between the County and Lt. Thompson. Additionally, Lt. Thompson specifically acknowledges that he has not been the subject of discrimination/retaliation or harassment in any form, including, but not limited to, discrimination based upon age, race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, marital status, parental status, or sex, and that he has no claim against the Department for any such discrimination/retaliation or harassment, whether any such claim is presently known or not known by him.

Settlement Agreement
Gregory Thompson, #[redacted]

11. Lt. Thompson further agrees to relinquish and expressly waives all rights conferred upon him by the provisions of California Civil Code Section 1542, which reads as follows:

> "A general release does not extend to claims which the creditor does not know or suspect to exist in his favor at the time of executing the release, which if known by him must have materially affected his settlement with the debtor."

12. Each party hereto represents and agrees he or it has carefully read and fully understands all of the provisions of the agreement, and he or it is voluntarily, without any duress or undue influence on the part of or on behalf of any party, entering into this agreement.

13. This agreement may be executed in one or more counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument. A photocopy or facsimile transmission of the agreement, including signatures, shall be deemed to constitute evidence of the agreement having been executed.

14. The date of the last signature placed hereon shall hereinafter be known as the "date of execution" and the "effective date" of this agreement.

15. The parties agree the foregoing comprises the entire agreement between the parties and there have been no other promises made by any party. Any modification of this agreement must be in writing.

I have read the foregoing Settlement Agreement and I accept and agree to the terms and provisions set forth therein, and hereby execute it voluntarily and with full understanding of its consequences. I further acknowledge and agree that I have been afforded the opportunity to consult with legal counsel prior to signing this agreement.

Gregory Thompson, #[redacted] Date 09-03-13

As to Form Only:

Settlement Agreement
Gregory Thompson, #[redacted]

James Cunningham, Esq.
Hayes & Cunningham, LLP

Date 9/3/13

For the Department:

DAVID L. FENDER, CHIEF
CUSTODY SERVICES DIVISION

Date 09/03/13



County of Los Angeles
Sheriff's Department Headquarters
4700 Ramona Boulevard
Monterey Park, California 91754-2169



LEROY D. BACA, SHERIFF

July 31, 2013

Lieutenant Gregory Thompson, [redacted]

Dear Lieutenant Thompson:

On June 19, 2013, you were served with a Letter of Intention indicating your right to respond to the Sheriff's Department's pending disciplinary action against you, as reported under File Number IAB 2318000. You were also advised of your right to review the material on which the discipline was based.

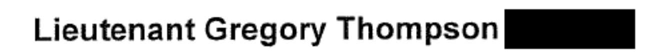
You did exercise your right to respond. However, after review and consideration of the response submitted to support your position, it has been determined that the recommended discipline is appropriate.

You are hereby notified that you are discharged from your position of Lieutenant, Item No. 2719A, with this Department, effective as of the close of business on July 30, 2013.

An investigation under File Number IAB 2318000, conducted by Internal Affairs Bureau, coupled with your own statements, has established the following:

1. [redacted]





[redacted]

[redacted] [redacted]

[redacted] [redacted]

[redacted] [redacted]

[redacted] [redacted]

[redacted] [redacted]

[redacted] [redacted]



[redacted]

[redacted] [redacted]

b. [redacted]

[redacted] [redacted]

[redacted] [redacted]

[redacted] [redacted]

[redacted] [redacted]



[redacted]

[redacted]

[redacted]

[redacted]

4. That in violation of Manual of Policy and Procedures Section 3-01/040.75, Failure to Make Statements, and/or Making False Statements During Departmental Internal Investigations, on or about January 11, 2013, you failed to make complete and truthful statements during a Department investigation including, but not limited to:

   a. Your statement that you were given permission by your Commander, Witness [redacted] to conduct an inquiry into the allegations articulated in the report (Exhibit A, pages 19-20), a statement and permission that Witness [redacted] stated that he did not give, and further refuted by Witness [redacted] statements that all criminal allegations against Department personnel were handled the same way during this period of time, by calling ICIB Lieutenant Leavins who was assigned to the ICIB task force and that he instructed you to do so.

Additional facts and grounds for this decision are set forth in the Disposition Worksheet, Investigative Summary and Investigative Packet which are incorporated herein by reference.

In taking this disciplinary action, your record with this Department has been considered, and a thorough review of this incident has been made by Department executives, including your Unit and Division Commanders.

You may appeal the Department's action in this matter pursuant to Rules 4.02, 4.05 and 18.02 of the Civil Service Rules.

You may, if you so desire, within fifteen (15) business days from the date of service of this notice of discharge, request a hearing on these charges before the Los Angeles County Civil Service Commission, 222 North Grand Avenue, Los Angeles, California 90012.

The Sheriff's Department reserves the right to amend and/or add to this letter.

Sincerely,

LEROY D. BACA, SHERIFF

David L Fender

DAVID L. FENDER, CHIEF
CUSTODY SERVICES DIVISION
SPECIALIZED PROGRAMS

Note: Attached for your convenience are excerpts of the applicable areas of the Manual of Policy and Procedures and Civil Service Rules.

DLF:RAA:AEA:bs

c: Advocacy Unit
David L. Fender, Chief, Custody Services Division Specialized Programs
Elier Morejon, Lieutenant, Custody Investigative Services Unit.
Internal Affairs Bureau
Office of Independent Review (OIR)
Kevin E. Hebert, Captain, Personnel Administration